

## **Worksheet 2: Uses and Limits of Different Conflict Styles**

### **Competition**

#### **Uses**

- Can protect self
- Can be decisive
- Can do what is needed
- Can give a clear answer
- Can follow through

#### **Limits**

- Others may not provide info
- Cannot be vulnerable
- Closed from others inputs
- Winning preserves identity

### **Avoidance**

#### **Uses**

- Time to cool down, gather info.
- Damage outweighs benefits
- Response to power imbalance
- Want others to decide
- Not the core issues

#### **Limits**

- Concerns not dealt with
- Input not provided
- Decision-making by default
- Impotence
- Paralysis

### **Accommodation**

#### **Uses:**

- Helps maintain relationship
- Obliges the other person
- Shows self as reasonable
- Responses power imbalance
- Allows others to learn from mistakes

#### **Limits**

- Deprives self of influence
- Own needs not met
- Resentment
- Loss of potential
- Can go with avoidance

### **Compromise**

#### **Uses**

- Expedient
- Default mode
- Saves time
- Deadlocks broken
- Temporary settlement
- More important to move on

#### **Limits**

- Lose sight of larger picture
- Doesn't get to the heart
- Can become cynical
- Needs not met
- Superficial solution

### **Collaboration**

#### **Uses**

- Joint gain
- Preserves relationships
- Allows learning
- Gains commitment
- Satisfaction

#### **Limits**

- Wastes time
- Diffuses responsibility